US Data Privacy Salary
Benchmarking 2024

Keeping you ahead of talent trends in technology

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Candidate shortlist

Brian B — Privacy Researcher	⭐ 4.8	Zachary L — Privacy Research
Amanda M — Privacy Researcher	⭐ 4.7	Chanelle H — Privacy Research
Sam M — Privacy Researcher	⭐ 4.8	Carole V — Privacy Research
Liam M — Privacy Researcher	⭐ 4.6	David P — Privacy Research

A review of the data privacy landscape heading into 2024

George Ratcliffe
Head of Privacy and GRC Executive Search Practice

2023 was a turbulent year for the privacy industry to say the least. We saw Six new US States introduce privacy regulation (Iowa, Indiana, Tennessee, Montana, Oregon, Delaware, and Texas) alongside significant changes to regulation in Spain, China, India and the UK's eagerly anticipated Data Protection and Digital Information Act.

Despite the volume of new regulations and an ever-increasing number of violations around the Globe, 2023 did not see the privacy marketplace grow, the cutbacks across the technology industry saw in-house hiring grind to a slow pace early in the year and remain such after the major layoffs, this is, however, something we are expecting to see change significantly upon entering 2024 and predict a steady increase in hiring throughout 2024.

On the other hand 2023 was a fantastic year for the legal portion of the privacy world. With class-action suits at an all-time high, the demand for experienced privacy and cybersecurity counsel was at a premium. A trend we are expecting to continue in 2024.

2024 Salary Insights - Data Privacy

Manager Executive Level	US Market ($)		
	Low	Median	High
Chief Privacy Officer	250,000	350,000	425,000
Head of Privacy	225,000	300,000	350,000
Director of Privacy	210,000	240,000	295,000
Head of Privacy Engineering	230,000	300,000	375,000
Privacy Engineering Manager	220,000	250,000	300,000
Chief Privacy Counsel	250,000	310,000	345,000

Privacy Technology	Low	Median	High
Staff Privacy Software Engineer	225,000	285,000	350,000
Senior Privacy Software Engineer	180,000	215,000	250,000
Privacy Software Engineer	150,000	170,000	200,000
Staff Privacy Engineer	215,000	250,000	270,000
Senior Privacy Engineer	165,000	200,000	225,000
Privacy Engineer	135,000	160,000	175,000
Lead Privacy Architect	200,000	230,000	255,000
Senior Privacy Architect	170,000	195,000	215,000
Privacy Architect	150,000	165,000	175,000
Principal Privacy Researcher	200,000	250,000	345,000
Privacy Researcher	160,000	205,000	235,000
Technical Program Manager, Privacy	200,000	245,000	300,000
Privacy Product Manager	190,000	240,000	310,000

2024 Salary Insights - Data Privacy

Privacy Legal (In-House)	US Market ($)		
	Low	Median	High
Senior Privacy Counsel	220,000	250,000	290,000
Privacy Counsel	200,000	230,000	255,000
Associate Privacy Counsel	175,000	190,000	210,000
Privacy Legal Assistant	100,000	115,000	140,000

Privacy Operations	Low	Median	High
Senior Privacy Program Manager	165,000	210,000	250,000
Privacy Program Manager	150,000	175,000	210,000
Privacy Operations Lead	140,000	160,000	180,000
Privacy Analyst	115,000	130,000	150,000

Governance Risk & Compliance	Low	Median	High
Director/Head of GRC	200,000	235,000	275,000
Senior GRC Manager	180,000	205,000	240,000
GRC Manager	160,000	180,000	195,000
GRC Analyst	125,000	135,000	150,000
GRC Engineer	150,000	190,000	240,000

About
Stott and May

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